

# KROMMENHOEK METALS

SINCE 1925



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## IMPACT REPORT 2021

# Content

Management statement .....	04
1 Rock-solid workplace.....	06
2 Fair and safe supply chain .....	10
3 Climate transition & circularity.....	14
Krommenhoek and the Sustainable Development Goals .....	20



## Management statement



I am proud to present the first sustainability report of Krommenhoek Metals, a recycling company in heart and soul. We are experts in the field of collecting and processing ferrous and non-ferrous metals and therefore have a wonderful place in the circular economy. However, we would also like to communicate our goals and ambitions externally. This sustainability report is a first step in this.

After collecting, sorting, separating, processing and melting waste flows, a new product flow is established. When this new product has reached the end of its lifecycle, we recycle and reuse it. After use, we ensure that the product is returned to us as a waste stream, so that we come full circle and the use of new materials is minimal. An essential step in this circle is that our customers entrust us with their waste flows – something for which we are very grateful.

*Customers entrust us with their waste flows and we must ensure that these waste flows are recycled in a responsible manner.*



In the coming years, Krommenhoek Metals will further shape its sustainability ambitions in the field of CO2 emissions and accountability in the chain. However, we cannot transform to a fully circular economy alone. We therefore want to invite our partners to do this with us.

**Lúten Brink,**  
**CEO Krommenhoek Metals**

## OUR THREE PILLARS

Krommenhoek contributes to a fair, safe and circular industry, and utilizes and optimizes circular opportunities. In collaboration with our partners, we minimize emissions in our industry.

*To achieve this, we have set up three impact programs:*





# 1 Rock-solid workplace



Our people are our most important assets. We want to take good care of them and create an environment in which they can do their best work. A pleasant work atmosphere, appreciation, equal treatment and being open and honest are central to this. Within this theme, we focus on three core areas:

1. Health & safety of employees
2. Talent development
3. Diversity & inclusivity

## GOALS



100% SCC-certified staff



<15% staff turnover



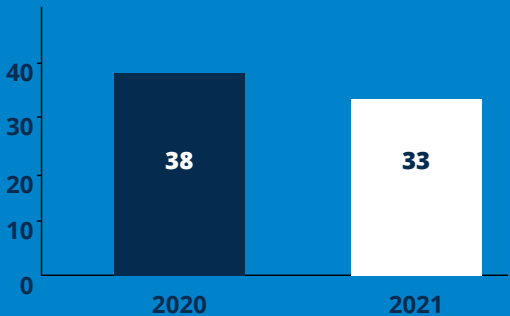
<5% absence rate



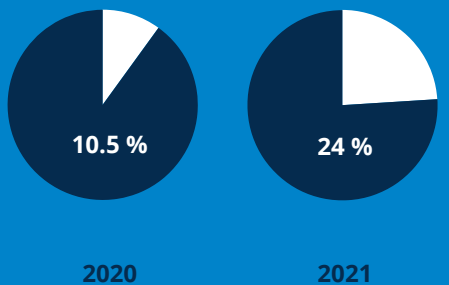
100% staff participation in annual health & vitality check

## A ROCK-SOLID WORKPLACE - 2020 VS 2021

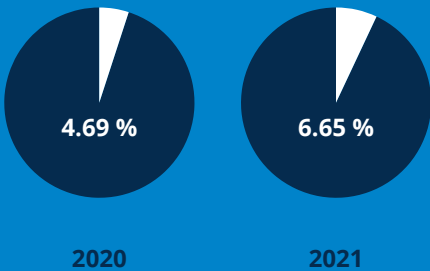
### Number of employees



### Turnover rate



### Absence rate

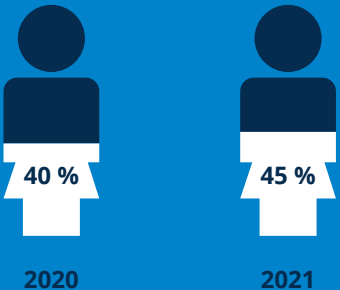


### Vitality

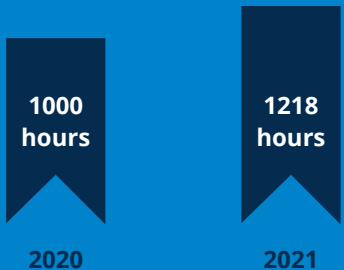


100% of employees has had an annual health & vitality check

### Diversity\*



### Training\*\*



\* These figures apply to the Krommenhoek Metals head office

\*\* Total number of training hours:  
emergency response, HR training, toolbox meetings, H&S training, safety instructions, online modules



**TALENT DEVELOPMENT AT KROMMENHOEK METALS***- Interview with Britt Krommenhoek*

**We think it is important to pay attention to the training and development of our employees. We offer several standard safety courses each year, such as In-house Emergency Response (ER) and Code95. Last year we had to get creative due to the COVID restrictions, but even then our training continued. We have started offering various e-learning courses to our staff. For us this means an effective online version of our in-person toolbox meetings (a short training course that is held with the aim of promoting safety and increasing knowledge).**

In addition to our offer of training and e-learning courses, there is also a lot of room for personal development. For example, employees can take a language course to improve their communication with international customers or they can take a management course or a refresher course. In their performance interview, colleagues can indicate what they are looking for and then we will look for a suitable match together. For example, I started a retraining program last year and I am currently in my second year of Human Resource Management (HRM) at The Hague University of Applied Sciences.

We notice that our employees became more engaged, more committed and more flexible, and that they performed better as a result of the training; they are also easily deployable, both within and outside their current positions. They are involved in the company in a more personal way and are more motivated.

**SOCIAL RETURN**

At Krommenhoek Metals we think it is important to give people with a distance to the labor market a chance to get back to work. We focus on people who developed an illness or a disability at a young age which impacted their ability to study and reduced their chance of finding a job. These people fall under the Wajong Act (Disability Insurance for Young Disabled Persons Act). In our sheltered workplace, we can provide for personnel needs in a beautiful way and give these young people a better future. The goal is to help them move on to a permanent job within our organization.

Together with our partner CurrentWerkt, we have helped eight people find regular paid work this year. We also work with the Municipality of Rotterdam, WSPR team Garantiebannen, Team EXIT and the Youth Desk.

**8 people guided to paid work in 2021****Total number of employees with Wajong status who are in permanent employment at Krommenhoek Metals:****2020: 4****2021: 5**



## 2 Fair and safe supply chain



At Krommenhoek Metals we invest in a fair and safe supply chain. We are increasing our insight into the chain and the transparency of (upstream and downstream) production locations. Greater transparency contributes to the prevention and reduction of human rights violations. For example, we want to create safe and healthy working conditions at our partner smelters and other processing locations worldwide.

### GOALS



**Transparency of (most of) our chain. Chain insights guide us in setting up projects to improve working conditions at our partners in high-risk countries.**



**Setting up a social compliance policy to monitor working conditions at our largest customers. In 2025 we will have implemented this with partners who represent 50% of our turnover.**



Countries where Krommenhoek Metals partners are located

### Metal Covenant

Krommenhoek Metals exports significant amounts of old metals to the Far East and Asia, and it is not always clear what the working conditions are in these countries. For example, we do not know under what conditions our iron is melted at the local smelters. In order to be able to really tackle problems, we would like to gain more insight into this. As a result, we joined the Metals Covenant in 2020, in which like-minded participants make an active contribution and affiliated industry organizations and NGOs provide us with information.

The first step in this process is to implement the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights. We can then perform a risk analysis and start working on solutions.

### Improving working conditions

Krommenhoek Metals wants to map out the processes and processing steps of the largest material flows as accurately as possible. Especially for the flows that are purchased by the largest partners with processing locations outside Europe. This creates insight into opportunities to optimize these processes, add processing steps or deliver material flows as cleanly as possible to customers in high-risk areas. The aim is to reduce risks related to working conditions and human rights. For example, by preventing labour-intensive processes in very high-risk areas, rearranging them differently, relocating or skipping them. In 2022 we will launch two projects to further research this with partners in India and Turkey.







# 3 Climate transition & circularity



Krommenhoek metals was founded on the basis of a circular idea: to keep metals and valuable raw materials in the chain for as long as possible. And this is where the future of our industry lies. We want to actively participate and contribute to a circular economy by acquiring and expanding our circular role. In this way we can play an exemplary role and contribute to the climate transition.

## GOALS



Mapping and reducing our CO2 emissions: both from our own activities and operations (scope 1 and 2) and in the chain (scope 3).



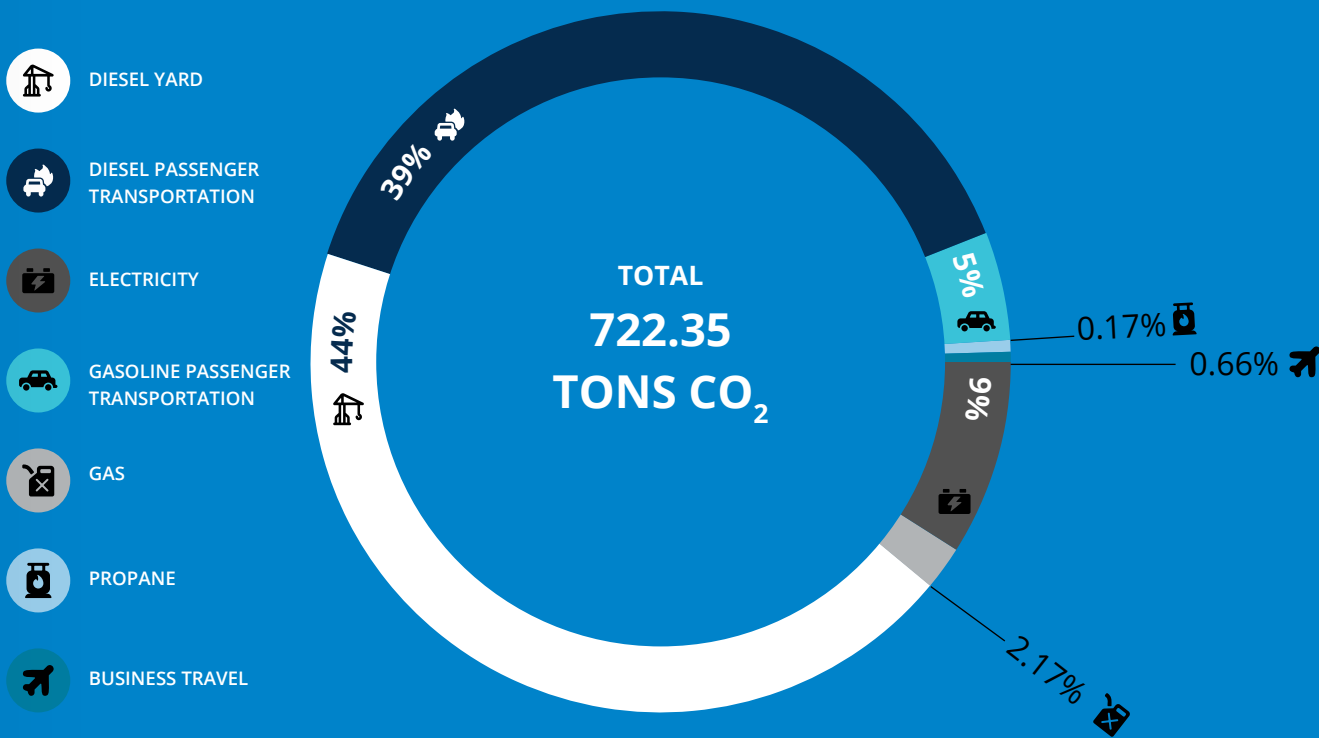
Reducing CO2 emissions by 49% in 2030 compared to 2019.



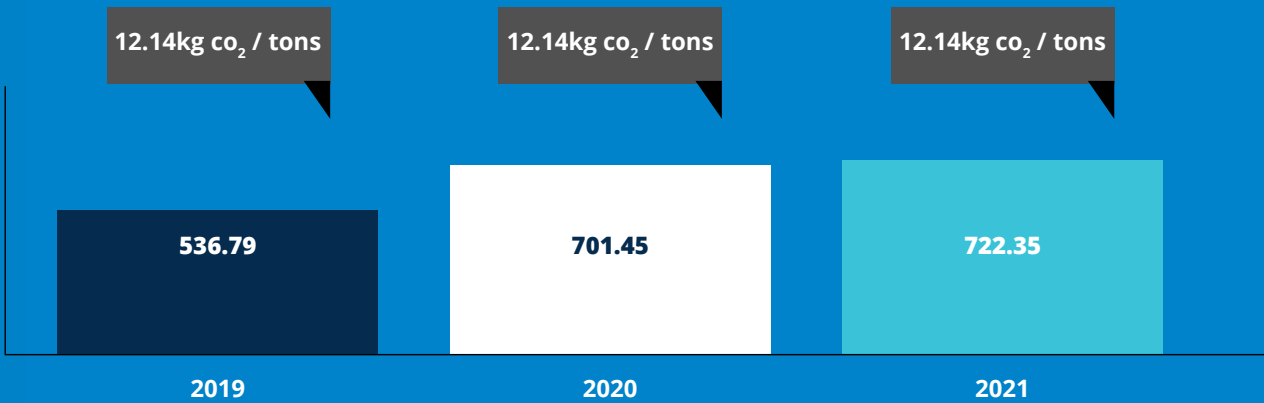
Contributing to the circular economy by innovating and optimizing our processes.

## EMISSION SCOPE 1, SCOPE 2 AND SCOPE 3

### CO<sub>2</sub> total 2021 (in tons)



### CO<sub>2</sub> total in tons





# "THE WEEELABEX CERTIFICATE IS THE FIRST STEP"

Krommenhoek Metals successfully passed the WEEELABEX audit. Since December 7, 2021 we have been in possession of the corresponding certificate in accordance with CENELEC. This gave us the opportunity to interview Vincent Deurloo, Health & Safety (KAM) coordinator at Krommenhoek Metals.

**Vincent, the first question that comes to mind is obvious. What exactly is WEEELABEX?**

That stands for Waste Electric and Electronic Equipment LABEL of EXcellence. Standards for processing electronic waste. The Netherlands is one of the first countries to make processing mandatory according to those standards. This has been established in the WEEE (Waste Electrical and Electronic Equipment) regulation.

Collection, transport and sorting are divided into three flows:

Flow 1 - devices smaller than 50 cm.

Flow 2 - devices larger than 50 cm.

Flow 3 - Flat Displays



**How long have you been working at Krommenhoek Metals?**

Since September 1, 2021. Not very long. But when I look back, I've really done a lot in that period.

**What do you do on a daily basis as a Health & Safety coordinator?**

Quality! Together with management we work hard to improve this. But we also take safety to a higher level.

You could say I continuously contribute to the improvement of general business processes. You can often achieve this by simplifying things.

**That's interesting! Can you give an us example?**

Of course! Customers appreciate it when the pallet boxes are clean. But they often get dirty and muddy due to internal transportation. That's why we've created a central storage and washing area for the boxes. As a

result, there are no more internal transport movements and the customer has clean boxes. This is an example of an improvement that has nothing to do with safety, but with service orientation towards our customers.

**Clear. And what else is part of your responsibilities?**

Creating and implementing the Energy Saving Plan, the CO2 Performance Ladder certification, and the Fire Safety Plan. In addition, keeping the environmental permits up to date. But I also do operational projects. I recently oversaw the implementation of our new catalyst recycling plant.

**Back to WEEELABEX. Can you tell us more about that?**

The process lasted about three months. That is quite fast for this certification, but of course the foundation was already there. It definitely helped that the business and processes are already well established in our ISO standards.

**Why is the certificate so important for Krommenhoek Metals?**

It shows that we contribute to responsible recycling of WEEE flows. At Krommenhoek Metals we sort everything as well as possible and prepare it completely for recycling. And a lot of reuse of WEEE naturally has a favorable effect on the environment.



## PROJECTS

## Our fleet

Last year we started electrifying our fleet, and from now on every new passenger car purchased will be fully electric. In addition, our buses will also be purchased electrically as much as possible, but we must take the desired loading capacity into account. With regard to our internal transport, we will be replacing three forklifts with electric forklifts in the coming year. With these adjustments, Krommenhoek Metals will save a considerable amount of CO<sub>2</sub>, which contributes to achieving our objectives for 2022 and the 25% reduction by 2025.

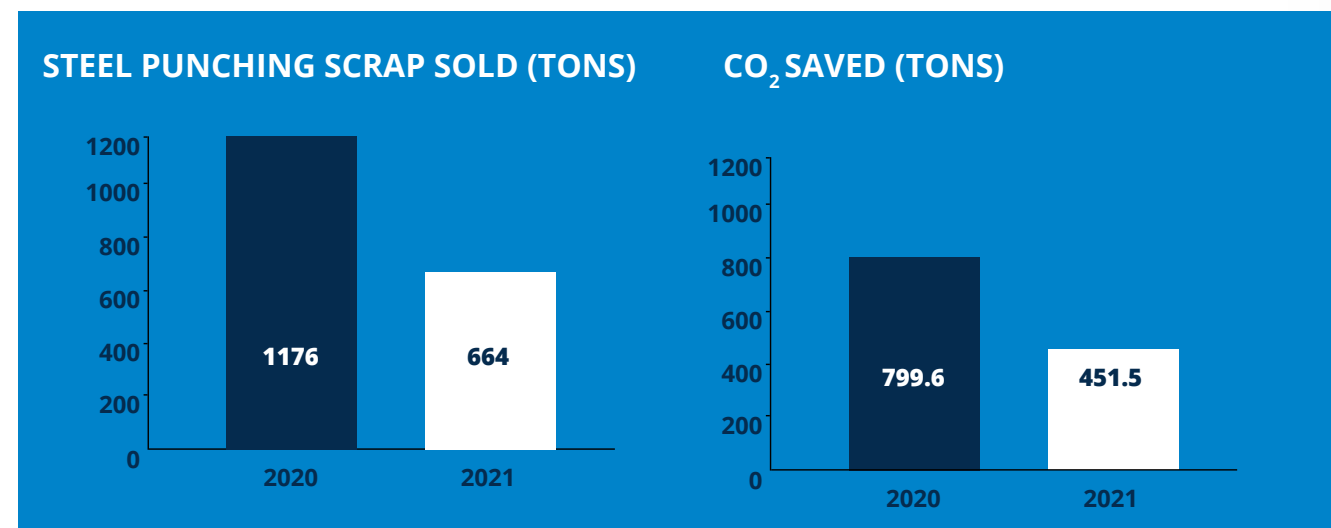
## New sorting center

We have been collecting scrap metals for many years, both from large business parties and from private individuals, freelancers and smaller entrepreneurs. In order to serve these last three target groups better and more safely, we recently opened a sorting location. This indoor location is fully equipped for smaller quantities, there is no large freight or crane traffic.

## Ballast-Producten.nl

Ballast-producten.nl is a leading online wholesaler for ballast products. We use steel punching scrap that Krommenhoek Metals collects as a waste stream from some of their clients. Instead of recycling the steel punching scrap, the residual products are packaged by people with a distance to the labor market and used as a new product instead.. In this way, the metals are given a new purpose, for example as counter weights in the shipbuilding and the offshore industry.

By using this steel waste, we saved 451.5 tons of CO<sub>2</sub> in 2021.



## Recycling workwear

We will recycle company clothing that can no longer be worn, for example due to wear and tear.

The savings are reflected in the three global goals:

- CO<sub>2</sub> reduction 43 Kg.
- Water reduction 58 m<sup>3</sup>
- Waste reduction: 53 Kg (a part was too polluted and you always have a small part of waste with recycling)

## Certifications

ISO 14001, ISO 9001, CO<sub>2</sub> Performance Ladder Level 3, WEEELABEX



## Catalytic converter recycling

A poor combustion process (e.g. a motor vehicle) releases carbon monoxide, which must be converted into carbon dioxide. This conversion is done by a catalytic converter, which uses the chemical elements rhodium, palladium and platinum. These precious metals do not break down when carbon monoxide is converted into carbon dioxide. To determine the quality of a catalytic converter, we need to know how many precious metals it contains in parts per million (PPM), which is something that cannot be seen by the naked eye. That is why Krommenhoek Metals has its own laboratory to determine the precious metal content of a catalytic converter. With our own database, we can provide customers with a transparent price.

Recycling = greater CO<sub>2</sub> reduction in the chain

Krommenhoek Metals is committed to making a positive contribution to reducing the carbon footprint. Every kilogram we recycle no longer has to be extracted from the ground through mines. These words are beautiful, of course, but we also want to quantify this. After all, each customer delivery makes a small contribution to reducing CO<sub>2</sub> emissions.

Our ambition is to make it clear through scope 3 that Krommenhoek Metals has a negative carbon footprint both upstream and downstream. We would love to be able to add the carbon impact on every customer invoice. In fact, that's one of our goals for 2022 and we hope to inform you about our progress in next year's impact report.



KROMMENHOEK AND THE SUSTAINABLE DEVELOPMENT GOALS

With our sustainability strategy we actively contribute to the UN's Sustainable Development Goals.

The **Sustainable Development goals (SDGs)** formulated in 2015 by de United Nations act as global agenda for the necessary sustainable development by 2030.

We contribute to SDG, 3, 5, 8, 9, 11, 12 and 13.





# KROMMENHOEK METALS SINDS 1925

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